

ABSTRAK

Tujuan penelitian adalah untuk mengetahui dan menganalisis pengaruh Disiplin Kerja, *Achievement Motivation*, dan Kepemimpinan Transaksional terhadap Kinerja Karyawan. Obyek yang digunakan dalam penelitian adalah karyawan PT. Sinar Niaga Sejahtera Cabang Sidoarjo.

Jenis penelitian ini adalah penelitian kuantitatif. Sampel dalam penelitian diperoleh dengan metode *non probability sampling*, atau secara tidak acak merupakan elemen – elemen populasi tidak memiliki kesempatan yang sama untuk terpilih menjadi sampel. Berdasarkan metode *non probability sampling* tersebut diperoleh 60 responden. Data dikumpulkan dengan menggunakan metode kuesioner. Metode analisis yang digunakan adalah analisis regresi linier berganda dengan menggunakan program SPSS versi 20.

Hasil penelitian menunjukkan bahwa, Disiplin Kerja, *Achievement Motivation*, dan Kepemimpinan Transaksional berpengaruh signifikan dengan arah yang positif terhadap kinerja karyawan. *R square* sebesar 0,695 atau 69,5%, dengan hasil tersebut menunjukkan bahwa variabel Disiplin Kerja, *Achievement Motivation*, dan Kepemimpinan Transaksional dikatakan mempunyai pengaruh yang kuat terhadap Kinerja Karyawan. Sedangkan sisanya 0,305 atau 30,5% dipengaruhi oleh variabel lain yang tidak diteliti.

Kata kunci : Disiplin Kerja, *Achievement Motivation*, Kepemimpinan Transaksional dan Kinerja Karyawan.

ABSTRACT

This research aimed to find out and analyze the effect of working discipline, achievement motivation, and transactional leadership on the employees' performance. While, the population was employees of PT. Sinar Niaga Sejahtera, Sidoarjo.

The research was quantitative. Moreover, the data collection technique used non-probability sampling, in which the population did not have equal chance to be chosen as sample. In line with, there were 60 respondents of employees as sample. Furthermore, the instrument used questionnaires. Furthermore, the data analysis technique us multiple linear regression with SPSS 20.

The research result concluded the working discipline, achievement motivation, and transactional leadership had positive and significant effect on the employees' performance. Meanwhile, from the R square of 0.695 or 69.5% it showed working discipline, achievement motivation, and transactional leadership had strong effect on the employees' performance. In addition, the rest of 0.305 or 30.5% was affected by other variables which were not analyzed.

Keywords: *working discipline, achievement motivation, transactional leadership, employees' performance*

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23/9/19

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